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VOL. 9 NO. 1

# CANADIAN WELFARE

HOW TO INTERPRET SOCIAL WELFARE PLANNING  
FIRST ITEM ON THE AGENDA: UNEMPLOYMENT  
HOW MUCH IS ENOUGH IN SOCIAL ASSISTANCE?  
TODAY'S DROP-OUTS, TOMORROW'S UNEMPLOYED  
A CLERGYMAN DISCUSSES THE PROBLEM DRINKER  
A SOCIAL WORKER WONDERS ABOUT AN ALCOHOLIC  
ABOUT PEOPLE : WELFARE NOTES : BOOK REVIEWS

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*Signed articles that appear in CANADIAN WELFARE should be regarded as expressing the opinion of the writer and not necessarily the point of view of the Board of Governors of the Canadian Welfare Council.*

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Requests for permission to reprint articles from CANADIAN WELFARE are welcomed.

Manuscripts submitted for possible publication will be given careful consideration.

## THIS ISSUE

Three articles in this issue are close to the critical problem of unemployment. One of them, **First Item on the Agenda**, by David Critchley, pleads for a new attitude to people out of work. Another, **How Much Is Enough?** by E. F. Watson, discusses the amount of material help that should be given to people whose incomes are cut off. A third article, **Today's Drop-outs — Tomorrow's Unemployed**, voices anxiety for the young people who are too anxious to get to work.

Also in this issue are two articles that should be considered together. The Reverend H. D. Joyce, in **Clergyman Discusses Problem Drinker**, gives as eloquent an account as we have seen of the condition of the alcoholic and the delicate judgment that must be exercised in trying to help him. And Clare McAllister, in **Prognosis Guarded**, presents a case-worker's encounter with an alcoholic who is still in the stage of running away from his essential problem.

Carl Reinke's piece, **To Interpret Community Social Planning**, has a dual usefulness: while the accent is on interpretation, the methods he recommends are those of community activity itself, learning by doing.

An unusual feature of this issue is that two articles are by fairly new members of the Canadian Welfare Council staff. There is no particular significance in this—the articles happened to fit well with others in the "book"—but we are glad of the opportunity to present their writing to readers of the magazine, who will in the course of time get to know other aspects of their work.

## —AND THE NEXT

On March 15 we shall publish a special number devoted to women. The general idea is to examine some of the social implications of the way women live and work to-day. It will touch on such matters as the education of girls for their occupations as earners and as wives and mothers; the problems of women trying to bring up families on low or uncertain incomes; making life more satisfying for mothers who work entirely in the home; the special needs of mothers who go out to work.

Many of the changes in the lives of women have taken place slowly; some came quickly when wartime production demanded womanpower. But until the recent large influx of women, particularly of wives and mothers, into the labour force, it might have seemed that the changes were minor or temporary. Lately it looks as if they are drastic and permanent.

We no longer take it for granted that women will work for a while, marry, and disappear forever from the world of paid work, or else, remaining unmarried, will settle down for life into the traditional female occupations. Still less do we expect that unmarried or widowed women, except in rare cases, will be supported by male relatives in return for house-keeping, nursing or child-tending services in the home.

No great change can occur in women's lives without corresponding changes in men's and children's, and a great change is going on now. The special issue of *Canadian Welfare* was undertaken to have a look at what is happening and raise the question whether we are taking enough account, in social planning, of the new pattern of family life.



## From the Editor's Desk...

The boy across the street has lately turned sixteen. School doesn't mean anything to him except a battle: he is against the teachers and they are against him, or so he thinks. On Saturdays he works for me sometimes: cuts the grass, shovels the snow, does odd repairs. He can mend the lawn-mower with improvised tools, stop a stubborn leak in the hose-coupling, make serviceable shelves out of stray pieces of wood. He always knows exactly where he puts down his tools or the screws he has removed to find what's wrong with a piece of equipment. He cleans up after every job as a matter of course. Though books mean little to him, unless they are full of pictures and diagrams, he can follow printed instructions to the letter.

He and a pal once spent hours making a tandem bicycle out of two old broken-down bikes, and rode it merrily around the neighbourhood. Shortly after his sixteenth birthday he bought an old car for \$45 (who sold it to him?), fixed it up and got it to run. I saw him one day at noon driving home from school, car filled to the roof with laughing kids—no insurance, of course. I was glad when he sold the "heap" (for \$50), though I wonder what other youngsters may be risking life and limb in it.

Naturally he wants to leave school, where they made him take typing, of all things, as one of his vocational subjects—"but my old man nearly has a bird when I bring it up." An older brother did leave school as soon as he was old enough legally, had several mediocre jobs in quick succession, and

a spell of being laid off; now he is learning the sheet-metal trade, thank goodness. Will the younger boy follow in his footsteps, finding a trade with difficulty? Or will he stick it out at school until he has enough education to develop his considerable talents for the working world of the sixties and seventies and eighties?

• • •

A cartoon recently published in a Canadian newspaper showed a group of men lolling in shirtsleeves watching a football game on television. One of them is drawing the curtains to shut out the sunshine and the outdoor noises. The caption is: "A whole long weekend of clean, healthy sports . . . ruined by the racket of kids playing outside!"

A wry article in a B.C. newspaper chided the Canadian Welfare Council for calling a meeting to discuss a national workshop on recreation and leisure-time activities. "What I am sad about," says the writer, "is that these worthy committee folk and the do-gooders that hang around the fringe of such societies are worried because the nation does not know how to play."

He goes on, "If we had trained our youngsters to value the things of the mind, if we had educated them . . . into developing their finer gifts, their problem would be how to find the time, not how to fill it."

He accuses us of fretting "because men and women are to have time on their hands," and of wanting to insulate them "against the corrosion of their own thoughts and fancies." Then he concedes a point: "Of course

the concern of the Canadian Welfare Council may well be necessary."

It is indeed necessary, so long as people have so few thoughts and fancies that they draw the curtain against sunshine and children at play, so long as girls and boys in their teens hang around cheap soda bars at nights, so long as children sit slack-mouthed for hours before the TV screen. It is all very well to say, "If we had trained . . . if we had educated," but we haven't. Surely the whole point of discussing the uses of leisure time is to train, to educate people to enjoy a walk in the woods, or a game, or a book, or a camping expedition, or their own thoughts and fancies. It would be quite the wrong kind of

training and education to attempt to regiment them into organized activities they may not even be interested in.

M.M.K.

#### **A letter to the editor:**

Would you kindly supply me with **CANADIAN WELFARE**, six issues a year, starting November 15, 1960. My children and I are refugees; we entered Canada in 1952. In my former home-country I have been a social worker; at times I was working in a library.

(Mrs.) Elizabeth Kerstein.

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# First Item on the Agenda — Unemployment

by David Critchley

The great debate is once more with us. This time unemployment has been upgraded from its customary "other business" resting place and is receiving head-of-the-agenda attention. The debate on the validity of the statistics and the warnings against pessimism are behind us; discussion is now being focussed on cause and cure.

As usual, the explanations and remedies are many, and are marked by such diverse phrases as: balance of payments; foreign competition; recession; depression; over-production; unemployment insurance free-loaders; buy Canadian; government works projects; winter employment campaigns; lower interest rates; central planning.

The diversity is to be expected. The possible variations of opinion in a country as politically, geographically, economically, socially, and religiously heterogeneous as Canada are infinite. When to this is added the fact that unemployment itself is a complex and pressing problem, not subject to magic-wand treatment, all and more of the ingredients making for diversity—and confusion—are present.

We will not therefore bewail the fact that we do not think or speak with one mind. After all it is our belief, is it not, that an elusive shining tomorrow will result from the free interplay of our differences? Indeed, it is my thesis that the real challenge of unemployment is not the debate

itself but the way in which it is being and will be debated.

The danger is that in the welter of proposals and counter-proposals, accusations and counter-accusations, we will again fail to recognize the basic issue and will produce piecemeal and inadequate remedies that will merely "scotch the snake, not kill it".

Certainly, as long as we fail to recognize that unemployment represents a challenge to our attitudes toward and understanding of our fellow man we shall be escaping its real challenge.

Before you call this statement idealistic and "ivory tower", think of our present attitudes to the unemployed person as they are reflected in welfare measures to help him.

We guarantee food, clothing, and shelter to the unemployed through unemployment insurance or, to those not so covered, through municipal or provincial relief programs. If unemployment insurance and relief programs are effectively administered and adequately publicized, no resident of Canada should suffer from hunger or exposure to the elements. Of course some Canadians do, but we assume that better administration of existing programs and the eventual elimination of categorical assistance will solve this problem. When we recall the thirties, we see that progress in welfare and insurance measures has indeed been great.

---

**David Critchley is associate executive director of the Edmonton Council of Community Services.**

### **The common man, unemployed**

How much real change, however, has taken place? In particular, how much have our attitudes to the unemployed person really changed?

By way of illustration, let us consider Mr. John Smith, 36, unemployed auto worker, weekly income \$75, savings \$100, three children. With an income of \$35 a week from unemployment insurance, Mr. Smith has either to reduce his standard of living by decreasing expenditures on such things as housing, food, clothing, and entertainment, or to incur debts in the hope that his unemployment will be short lived.

Whatever he decides there will be disruptions in the Smith household. The social, economic and emotional consequences will of course vary, depending upon the seriousness of the disruption and the personalities in the family. We know, however, that these can range from a complete breakdown of family and personal life to negligible upsets.

Now we arrive at the basic question—why? Why should Mr. Smith and his family because of unemployment over which they have no control have to adjust themselves to living on \$35 a week instead of \$75? Why should we not assure them their previous income until Mr. Smith is re-employed? What are our attitudes and reactions to such a suggestion?

Almost certainly some will want to know why we should finance Mr. Smith's payments on his television, furniture and car. Some will fear that if we make it too easy for Mr. Smith he will lose all desire to get a job. Some of us are probably convinced that if Mr. Smith had a little more get-up-and-go and flexibility he would not long remain unemployed.

### **How do we feel about him?**

What essential difference in attitude do these questions display from those of thirty years ago? Is there not the same mistrust of and desire to punish those who have not been able to keep up? Do we not still believe that the race is to the swift and the battle to the strong? True, we cannot bear to see anyone starve to death; we agree that everyone has a right to live; but *how* they live—that is another question.

As always, over-simplification is the father of over-statement. We are not quite as callous as the preceding suggests, but do we not still subscribe to the doctrine that man is essentially slothful and susceptible to temptation? Of course, on paper—in our Declarations and Charters—we do not. But certainly, as far as unemployment is concerned, we fail to translate our paper protestations of faith into the hard currency of practice.

But is it not a fact that there are those who misrepresent and falsify in order to obtain unemployment insurance: those who are quite content to receive relief in preference to working for pay? Of course the answer must be yes. One does not have to look far to find examples of irresponsibility, degeneracy, and any number of other human weaknesses.

Yet who would suggest that these represent the norm? Can we really believe that the average Canadian would prefer idleness to gainful and satisfying employment? We have only to look at our neighbors and friends to know the answer is no. And if this does not satisfy us, we can obtain further supportive evidence from the social sciences and social work.

Is it sound, then, to base our policies and practices on fear of abuse

by a minority? Surely not. And yet it would be just as unrealistic and foolhardy to function on the belief that all (or most) men are good. To do either would be to ignore what we know about the human personality. Both kinds of premises are generalizations, when what is required is individualization—that is, policies and practices geared to individual persons, their circumstances and their needs.

Of course we have known or been saying this for years. Every man is unique, one man's meat is another man's poison, we affirm. But have we really believed? Perhaps we have, and perhaps the problems haven't been sufficiently acute up to now to prevent us from being thankful for the small mercies of half measures.

#### **A new dimension**

However that may be, the present facts and figures of unemployment suggest that our attitudes, policies, and practices will be challenged as they have not been since we faced the crisis of World War II and mobilized our resources for it. No longer are we merely being faced with the perennial problem of seasonal (albeit aggravated) unemployment. Nor is it only a matter of an economic recession—indeed there is much that indicates that the overall economy is relatively buoyant, as the economists say.

No, a new dimension has been added. For the first time since the depression, municipal welfare departments are being faced with giving relief to large numbers of Canadians who have never previously been unemployed. Many of these are semi-skilled or unskilled persons who own or are on the way to owning their houses, television sets, deepfreezes, and recent model automobiles. In other

words, some deep-going changes in economic life are beginning to make themselves felt, and we can be sure these represent only a beginning—a sign of things to come.

And we are not prepared, either by attitudes or preventive and remedial measures, to meet the problem we have always had with unemployment as we have known it or in the dimensions it will undoubtedly assume. Unemployment insurance, or food, shelter and clothing, will no more cope with the effects of the present crisis than they did with unemployment before automation.

If there is any validity in what I have said, then the need must be evident for a massive, coordinated, varied, and individualized attack on the multi-faceted problem of unemployment. This becomes especially apparent when we consider the many different types of people who are to be found in the ranks of the unemployed.

There are the transients or homeless, whether they be single men and women or families. There are the seasonally unemployed. There are those whose unemployment is largely due to the lack of any marketable skill. There are the school drop-outs who are entering the labour market without skills. There are those whose skill has been rendered obsolete by automation or new production methods (for example, the plasterers who are now faced with the challenge of dry-wall construction). In each of these groups are to be found those who are so beset by personal problems and limitations that unemployment is more the symptom of their own problem than the problem itself. And then there are those who are just plain out of work because the job has folded up.

The economic challenge alone is staggering. But is not the real challenge to our attitudes? In a sense we are being called upon to decide in dollars and cents how much a human being is worth to us.

Can we, for example, say that the mere experience of unemployment is so damaging to the individual, his family, and the rest of society that the state must somehow change its relief and rehabilitative measures so that unemployment will no longer have such disastrous effects on people?

To what extent are we prepared to help individuals live meaningful and productive lives in our present complex and demanding society? To the extent that our thinking remains punitive, mistrustful, and dogmatic, to that extent will we fail. And there are signs that we can no longer afford the luxury of failure.

The challenge is urgent and immediate. Irrespective of the dimension of the problem, there is considerable evidence that present services, measures and attitudes, are inadequate to cope with it. Too often has the problem of unemployment been used as a football for political embarrassment or advancement, and those affected—the unemployed—treated as means rather than ends.

The present aggravation of a problem that has long been with us may very well provide the spark and motivation for a fundamental reappraisal of resources and the adoption of policies and practices more appropriate to the challenge. It is to be hoped that all of us concerned about human welfare will re-examine our own thinking and attitudes so we may help ensure by every means possible that such a reappraisal does take place.

Sir Geoffrey Vickers speaking at

the first Canadian Conference on Children sounded the challenge as it applies to services for children, but his remarks are equally appropriate for the problem of unemployment.

"What is needed is not a little more here and a little more there, a little more money for this, and a little more money for that, but a re-evaluation of the need—of the total need—in comparison with other needs to which money might be directed; a re-evaluation which would alter altogether the present order of magnitude, both in the allocation of funds and in the flow of individuals; a re-evaluation that will make this kind of work central, both through the allocation of money and in the choice of careers by young people."

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# Interpreting Social Planning

by Carl Reinke

What do we *mean* by "community social planning", as it is related today to the programs of our community welfare councils — and fund-raising organizations? What are we going to interpret?

To what group or groups do we feel it essential to *interpret* such planning?

As in most fields, the last decade in social welfare has been one of accelerated evolution. Our local welfare councils are a prime example. A decade ago they were mainly concerned with co-ordinating the work of their agency members and coping with immediate social ills with, of course, some attempt at planning.

Today's council program has grown in every dimension: it is broader, deeper and longer-ranged. The number of organizations in councils has not only doubled but the whole is much more representative of the whole community. Our programs reflect that broadened membership.

## Not enough

Planning, of course, has been a long-time tradition in the field of social work. We've always talked a lot about it. On occasion we have even managed to implement it. Until recently we have lagged badly behind the technological and physical fields in this regard. Yet planning now has become an accepted necessity.

New problems for groups and individuals are accompanying our progressive industrialization. New kinds of problems are being generated from the fantastic speed and degree of our urbanization. By 1970, for example, it is estimated that three-quarters of the people in the United States and Canada will live in metropolitan areas. The physical problems alone caused by the explosive growth of our cities have proved a burden, almost ruinous where there has been little planning.

In the field of local politics, the growth of metropolitan governments is an attempt to cope. In business, of course, careful planning has long been a fundamental of success. When planning has proven itself in these spheres, how much more essential it is to have the best possible planning in matters which affect the very quality of life itself in our modern society.

So our local welfare councils are moving—and rapidly. Instead of being agency-centred, they have raised their sights to concern themselves with the total welfare needs of the community. They are endeavoring to promote understanding of those needs and to help organize and apply the community's resources to meet them.

## Planning for spending

While the sheer pace of events made this evolution almost inevitable in any case, a precipitating factor

Carl Reinke, manager of the Public Relations Department, Du Pont of Canada Limited, is chairman of the Canadian Welfare Council's executive committee. The article is based on a speech he made some time ago to a public relations clinic held in Washington by the United Community Funds and Councils of America.



undoubtedly has been the impact of business leaders working for new United Funds. Since they were engaged in helping to raise vast sums on behalf of the community, many of them took a natural interest in where the money was going, and hence in planning.

This, of course, has given a wonderful opportunity to explain to these community leaders what is actually happening in the community these days, what the major problems are and what remedial measures are available.

By this simple process of participation and exposure a whole new influential group has become informed and inspired about community-wide social planning. And these people generally are prominent among the actual leaders of the community, the people who get things done.

Our councils face the challenge of enlisting the talents and skill of more such leaders in planning and policy making, in balanced co-operation with the different skills of other experienced and influential people.

### **Learning by doing**

So, I submit, community social planning needs interpretation on at least three levels:

First, we must enlist and hold more people of recognized stature in our councils, to develop the kind of dynamic leadership that can translate planning into practice.

Secondly and simultaneously, if a local council is to be an effective coordinator in the realm of community planning, it must maintain direct relationships with every group that affects the common welfare. Perhaps we might envision the welfare council as the hub of the local planning wheel and the group-representatives among

its members as the spokes connecting with the circle of other community organizations, all constituting a co-ordinated whole.

Thirdly, and ultimately of course, a welfare council also must maintain ties, even if somewhat looser, with the community as a whole.

For the reasons I have indicated, I believe we can achieve the most effective interpretation of community welfare planning to these selected individuals and groups by their participation in council and agency activities. I believe the answer is as simple—and as difficult—as that. There is no magic formula. It can only be accomplished slowly person by person.

I do not suggest that the familiar publicity techniques are to be ignored; they definitely have their place. But their place is chiefly in a buckshot approach to the whole population, whereas what we need right now is a concentrated approach which will bring in those key individuals, those potential leaders.

That approach, I repeat, is to be found in direct personal participation, in learning by doing. Where there has been fringe exposure to council activities through working at fund-raising, interest can be stimulated and membership encouraged in some committee or some other operation of the council itself.

### **Akron's example**

A more systematic approach, which other council's might study, has been created in Akron, Ohio. If the "farm system" works for professional sport, why should we not adapt that principle to this broader use?

In Akron, the council maintains a panel of the names of scores of men and women who are outstanding representatives of various segments of

the city's life. When an agency or the council itself is looking for nominees for some committee or board, that panel is consulted.

The selected individual is invited to take part in some modest capacity. As his interest and participation increase, so does his self-education. After a few years of that systematic process, as you can readily see, a sizeable cross-section of informed and interested citizens has been developed.

### **Bringing in the groups**

As to the second group I mention, if co-ordination is to be more than an empty word we must maintain active liaison with those other community groups that are concerned with or can affect the community health and welfare. This obviously cannot be merely a one-way, outward flow of ideas from a group of supermen on a welfare council.

Representatives of these major organizations must be included in our councils for a two-fold purpose: first, so that the council will have the benefit of their varied approaches and thus be actually representative of community thinking and, secondly, so that those representatives can carry back and interpret to their own groups the pooled thinking of the council.

When I suggest including representatives of groups which affect welfare, I would go beyond the usual business, labor, health, church and women's organizations, essential as they are.

I would include the real estate board, since physical planning is so closely related to welfare planning.

I would include representatives of the city and senior government welfare agencies, so there may more readily be real team-work.

I would include a representative of university students, where that is possible, so we would benefit from the fresh vision of those who "don't know it can't be done", and who in turn would help to interpret our activities to the citizens of tomorrow.

I would include, also, one or two representatives of the communications media, again for the two-way reason.

I would expand the budgeting committee so that an optimum number would benefit from that vital educational experience, interpretation in elemental form.

### **Telling your friends**

The third area of interpretation, that to the community at large, invites the use of the whole range of informational techniques, familiar to us all.

Short of actual participation, come-and-see tours are probably the best thing, when we can show what is being done in recreation and rehabilitation centres, Golden Age groups, clinics, prisoners' aid or family counselling agencies.

But I would also suggest that these tours should sometimes be good old-fashioned "slumming parties", in which people would see the "before" side of the picture—rat-infested tenements, filthy skid rows.

It is too easy to forget how some of our fellow humans actually live. Such tours might stimulate more of us to get down to brass tacks in our planning to do something about it.

### **Publicity not a frill**

I heard it suggested just recently that councils get little publicity—I suppose "little" in relation to what they might get—because they have an inferiority complex. That's an explanation that had not occurred to me.

From my own experience, I would attribute any shortage in council publicity to two main factors:

First, the council itself has failed to make use of the top-flight professional public relations talent which is available almost for the asking on a volunteer basis. One such expert might be included on every board, and it should establish a public relations committee which meets more than once a year.

Second, most professional social workers invariably protest that they are already so overburdened that they just don't have time to think about publicity. Many of them are overworked. But that does not alter the contention that concern about constructive publicity should be an integral part of the thinking of every social worker, not merely be regarded as a kind of overtime frill.

As a matter of fact, the uses of publicity and public relations are much underrated in many welfare councils, when in fact an aggressive public relations program should be a major function. If a basic job of the council is to analyze situations and propose correctives, then it would seem reasonable for it to spend 25 to 50 per cent of its time publicizing its findings and trying to persuade the community to take appropriate action.

As frontrunners in the welfare picture, many local councils might be more crusading. They might be more definite in their policy statements on local issues and more persistent in reiteration of those statements. They might more promptly and fully share with the public their knowledge of current problems as the problems develop, rather than waiting until remedial treatment is under way.

#### **Planning not a deterrent**

It has been claimed before now that our local councils suffer from lack of

"visibility", that we need a national promotional campaign, complete with symbol, to make the public more council-conscious. Maybe.

My own view is that you don't promote an organization like a council with an abstract purpose, community social planning, the same way you promote a new detergent or even a fund-raising campaign. In any case, I'm not at all sure that "visibility" and promotion are necessary or even desirable.

If a local council does an effective job of informing the community about problems, actual or threatened, and successfully advances practical programs to offset them, that seems to me to be the reason for the council's existence—and in that process the existence will inevitably be publicized, even though secondarily. After all, the council is a means, not an end, although some public identification can obviously be helpful at times.

#### **The public's willingness**

As our community pattern evolves, in most major cities the Council and the United Fund now share the tremendous responsibility of trying to steer a practical course between community welfare needs and the public's willingness to support remedial or preventive action.

While the two groups often have separate structures and their membership may not always be identical, they are functionally the two sides of one coin. In the long run they can only be effective to the degree that they work as partners in close co-operation, and nowhere more so than in their public relations efforts.

We have established the principle of United Giving. We should now concentrate more fully on recognition of its corollary, United Spending, which means balanced planning.

**Canadian Welfare**

# How Much is Enough in Social Assistance?

by E. F. Watson

Hunger and grinding poverty continue to exist for too many people in Canadian communities today.

In 1961 there are still men, women and children who are not getting enough to eat, who are living in appalling housing and who lack sufficient clothing to keep them warm. Unprecedented national productivity, rising wage levels and vastly increased social welfare expenditures have left this segment of the population in an economic and social backwash.

John Galbraith, in *The Affluent Society*, points out that poverty is no longer a popular cause for politicians or civic leaders to espouse. The majority of people today are no longer poor. Middle-class values and material aspirations have become the predominant themes and goals in our present society. The improvement in the lot of the majority has removed the striking contrasts of poverty and plenty, typical for instance of 19th century England. This very improvement, however, has blunted the humanitarian impetus of political and social democracy which challenged and eventually remedied many of the gross inequities of the social order in the past.

Yet people who daily see the helplessness and desperation of the ill, the unemployed and the aged, know how far we are from meeting the basic material needs of many through the income security programs we have erected thus far. Coverage is too limited and the rate of benefits too low.

Concern for this group prompted the Community Chest and Councils of Greater Vancouver to undertake a combined research and community action effort over the period 1957-1960. A study was undertaken to measure as precisely as possible the adequacy or inadequacy of social assistance rates being paid in Vancouver (and in the whole province) at that time, and a report was submitted to the Chest and Councils in September 1958.

The practical problems were these:

Can a single person in receipt of Social Assistance maintain "a reasonably normal and healthy existence" on \$55.00 a month (which was the maximum British Columbia rate for a single person), when \$27.85 of this amount may have to be devoted to a dingy, single housekeeping room with a hot plate?

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The author is a new member of the Canadian Welfare Council's staff, having come as special projects secretary in November, from the family and child welfare division of the Community Chest and Councils of Greater Vancouver. He staffed the committee that carried out the study described in the article above.

or

Can a mother with five dependent children, three of whom are in their teens, manage to exist with any degree of adequacy or decency on \$186.50 a month, (which was the Public Assistance grant plus Family Allowance for those children eligible to receive it), when the average actual monthly rental paid in Vancouver for this size of family is \$59.82, or 38 per cent of the family's total income?

Social workers, administrators, board members, community leaders and legislators were convinced that adequate public welfare programs and benefits are essential to maintain family stability among those whose incomes had ceased or were seriously reduced by loss of jobs or some other disaster.

It was the belief of many in Vancouver that this concern should find practical expression in the revision of existing policies and grants, in order to assist more adequately families whose needs could not be met in other ways.

The committee which undertook the study and research sought answers to the central question: How much does it cost families in Vancouver to house, feed, clothe, and generally maintain themselves at a decent minimum level?

This was not a readily answered question. Well-informed and expert persons in a variety of fields were asked to describe the basic but minimal requirements of living. On the basis of these broad descriptions and its own "value judgements" the committee then attempted to translate the requirements into dollar values.

#### **The needs agreed upon**

- a. Food of sufficient quality and

quantity to maintain health and physical well-being of the family.

- b. Shelter, or housing, which is conducive to healthful living, reasonable comfort and a surrounding environment that tends to foster the development of constructive citizenship.

- c. Clothing sufficient to protect from the elements and to provide a sense of self-respect and personal worth.

- d. Certain basic personal and household incidentals which are essential requirements of living.

- e. Other items of special need such as dietary allowances for medical conditions or pregnancy; minimum transportation costs incidental to medical care or rehabilitation; repair and replacement of essential household equipment.

- f. Essential medical and hospital care to preserve health and to re-establish the recipient as a financially independent citizen.

The Committee analyzed the relationship of Social Assistance grants to both the cost of living index and the standard of living of the whole province as shown in per capita personal income figures.

It found that social assistance rates had increased in proportion to general costs-of-living trends in the post-war period 1945 to 1958. But this fact was deceptive because at no time in the history of public assistance had the rates been sufficient to meet basic needs, even though public assistance grants had risen at about the same rate as general living costs and somewhat more than the cost of living index in the post-war period.

The methods employed in arriving at measurements (or, more accurately,



intelligent estimates) of need are briefly discussed below.

### **Food**

As a general rule, food makes the largest claim upon income, particularly in lower-income groups. At the outset the committee recognized that "adequacy" varied widely with the individual and the makeup of the family group. It is dependent upon age, sex, past eating habits, and physical activity, and also upon the housewife's knowledge of food values, how to shop and how to cook, and the location of stores and cooking and storage facilities.

The committee relied heavily upon careful research undertaken by the B.C. Nutrition Co-ordinating Committee in 1951 and kept up to date by the Provincial Government's Bureau of Economics and Statistics. Their schedule of "Low Cost Weekly Food Requirements for Various Age Groups" set forth minimum nutritional requirements and corresponding food costs according to the ages and sex of family members. Other sources were consulted to validate nutritional adequacy in the recommended food allowances.

On the basis of these measurements, estimated monthly food costs were worked out and a minimum adequate food allocation for families of various sizes and composition was developed.

It was found that recipients of social assistance in B.C. should be getting more money for food in order to get a minimum adequate diet. The report suggested that other basic requirements of the family were usually met through an invasion of the food budget. Thus, the nominal allocation for food—inadequate in the beginning

—looked even less adequate when balanced against the total demands upon a restricted and inadequate total monthly income.

### **Shelter**

Minimum standards and costs of housing for families receiving social assistance presented the most serious difficulty in measurement. Such information as was available was either fragmentary or had to be derived from public statistics, such as those put out by the Dominion Bureau of Statistics or Central Mortgage and Housing Corporation.

Housing is a community-wide problem in Vancouver, which affects many people besides those on social assistance. But the high cost of housing has a much more serious effect on families in low income than on others.

For instance, in the scale of social assistance rates in effect in British Columbia before April 1960 a single person was allocated \$18 for shelter, two persons, \$25, and six persons \$45 per month. The Vancouver Social Service Department found in 1957 that 926 social assistance individuals and families were paying excessive rentals. These families had to utilize too high a proportion of their income to keep shelter over their heads—often shelter of dubious or frankly submarginal quality.

The committee discovered three distinct sets of housing costs, each of which presented certain problems:

- (1) Rentals in subsidized housing
- (2) Average rentals currently being paid by social assistance recipients
- (3) The general rental level of apartments of good quality throughout the metropolitan area.

The committee then had to decide which series of costs to employ in arriving at an appropriate housing cost for families of varying sizes. The differences in rent between subsidized housing (which was the lowest) and the general rental level of apartments (which was obviously the highest) was tremendous.

For example, subsidized housing for a single person was \$22 per month, as compared to \$65.20 in the general rental level. Because the latter included accomodation of semi-luxury quality, the committee did not use it in a study on minimum adequacy.

A choice of the subsidized housing was also eliminated on the grounds that while desirable it was simply not available in sufficient supply to recipients of social assistance.

This left as the yardstick rents actually being paid by recipients. These were higher than people were being allocated for rent in the social assistance scale, but much less than would allow for any improvement in their housing, which was usually grossly below minimum standards.

In this respect the report fell short of its initial objective, which was to find out what people would have to pay for "housing conducive to healthful living, reasonable comfort, and a surrounding environment that tends to foster the development of constructive citizenship".

### **Light, Power and Water**

Costs of light, power and water, as well as space and water heating, could be more accurately determined. These costs were related to both the number of persons in the family and to the number of rooms occupied. Costs of these necessities in carefully selected sample areas of the city were worked

out by heating and engineering consultants. The committee then had to extract the relevant information and apply it to the purposes of the study.

### **Clothing**

A basis had to be established for finding the cost of minimum adequate clothing. Under the direction of the Home Economics Department of the University of British Columbia, lists of minimum total wardrobes suitable to the British Columbia climate were developed for children and adults of varying ages.

From these total wardrobes, clothing items which might be expected to have a life expectancy of less than one year were grouped, priced (according to department store prices) and the cost divided by twelve. The monthly costs of all the items needed by the members could be added together to make up a "monthly replacement clothing budget" for the whole family. The report contains a schedule with clothing and its costs grouped according to sex and age.

This schedule did not include provision for big items like topcoats, suits, rainwear, etc. The committee pointed out that additional provision would have to be made for these if the family were in need of them when they applied for assistance or if they had to replace any of them while receiving assistance.

The figures arrived at by this method seemed excessively high to a number of the committee. Some of the objections were these:

1. Few Canadian families in moderate circumstances can afford to buy totally new clothing. Totally new clothing costs were therefore not valid in a minimum but adequate clothing budget.



2. Clothing in most families is passed down to several family members or is remade or altered.
3. Some mothers are better than others at making clothing from new fabrics.

The committee therefore decided to follow the general spending patterns of Canadian families in the lower income brackets. This pattern suggests that four to twelve per cent of total family income is spent on clothing purchases. There is a graduated rise according to the size of family. On the basis of estimated "total need" (as defined by the committee) for families of various sizes, a percentage of income was taken for the dollar allocation in clothing. For example, it was suggested that the minimum clothing allocation for a family of three for a month would be \$13.07, or 8 per cent of the estimated "total need" of the family. For a family of eight, it was suggested that an amount of \$30.94, or 10 per cent of estimated "total need" of the family should be provided.

In clothing, as in housing, certain practical compromises were made consciously and intentionally by the committee. These compromises, while not justifiable on the basis of a "pure" research approach to measurement of need, were made on the basis of what the committee believed would be acceptable to the general public who pay for public assistance grants through taxation. For the purposes of the Vancouver report it was essential not to alienate broad public support for even moderate increases in existing public assistance grants.

#### **Household operation and other commodities and services**

The Dominion Bureau of Statistics  
January 15, 1961

includes under "household operation and equipment" purchase of such items as laundry and paper supplies, stationery, postage, garden equipment, moving costs, equipment replacement and telephone charges. Home repairs and household insurance are included in this grouping for families of independent income.

Typical Canadian families spend about 9 per cent of average income on the items in this category. By eliminating the cost of telephone service and outlays on new equipment, the committee arrived at an amount equal to approximately 5 per cent of family income as a suitable allocation for minimum household operation expenses.

"Other commodities and services" are those which, though essential to everyday living, cannot be described under any of the preceding headings. Transportation, medical care, recreation, education and personal care, contributions, dues and life insurance are among these important items which absorb 25 per cent of typical Vancouver families' incomes. Even families of income under \$2,500 annually spend upwards of 20 per cent of their income on them.

For the family receiving public assistance, some differences from this pattern exist. Medical care is largely provided through a separate medical program. Income tax is not paid. Similarly, transportation costs can be cut down, except for those of the wage-earner.

Taking these factors into account the committee determined on an allocation equal to 10 per cent of total family requirements as a modest, yet legitimate provision that should be made within Social Assistance

grants. These are the kinds of expenditures which exist in some measure for all families, but which public assistance grants have never adequately acknowledged in dollars and cents.

### Major findings of the report

The report concluded that:

- (1) The basic scale of social allowances was inadequate.
- (2) The inadequacy, while it varied from case to case, was generally in the order of 30 per cent, that is, the allowances were 30 per cent less than the recipient needed.
- (3) In some instances, a 50 per cent increase in allowance would be necessary to meet minimum needs.

The following recommendations were placed before the Cabinet in December, 1958:

- (1) The basic scale of Social Assistance Allowances should be increased by at least 30 per cent.
- (2) The new scale of allowances should be revised annually so as to keep it in line with the cost of living.
- (3) Frequent, thorough-going studies should be made of the relationship between "needs" and the financial "resources" (as defined by the committee) available to people on Social Assistance throughout British Columbia.
- (4) The administration of these allowances should permit a flexible allocation as between food, shelter, clothing, personal care, education, etc., and
- (5) Special consideration should continue to be given in individual cases where exceptional needs exist. Examples of some of these are: mothers requiring pre-natal

care, individuals and families with unique dietary requirements, those suffering from tuberculosis and families who require assistance for extended periods of time.

### Social action

The findings and recommendations were given widespread distribution throughout Vancouver and British Columbia. Key community and provincial groups were asked to study the report, endorse the recommendations and convey their views on it to the Premier, his Cabinet and members of the legislature. The response of such groups as municipal councils, boards of trade, labour councils, councils of women, parent-teacher associations, professional associations and many others was consistently in favour of the recommendations.

Press, radio and television assisted in keeping the issue alive and before the public. Meetings between the Board of Directors of the Community Chest and Councils and the Provincial Cabinet were held to discuss the implications to government of implementing the basic recommendation for an overall 30 per cent increase.

When the government failed to make provision for increases in the 1959 sessions of the legislature, renewed efforts were made to impress it with the substantial evidence of the gross inadequacy of existing social assistance rates. Public Assistance rates became a vital issue of public concern throughout most of the province.

Finally, in the 1960 session of the legislature, the government announced general increases in the order of 20 per cent. While this fell short of carrying out the recommendations,

the principle of adequacy of allowances for families and individuals in need gained a firmer foothold in the minds and convictions of both legislators and the ordinary citizens.

The Community Chest and Councils' study and its recommendations, a public document since December, 1958, continue to arouse concern throughout the province. It was widely used and quoted in debates on public welfare policy in the recent B.C. provincial election.

This research-social-action approach thus gives encouragement to those in the social welfare field who believe that facts widely disseminated and understood permit the public and the citizen to be their primary ally in achieving changes and modifications in public policy known to be in the common good.

The Vancouver study has been an important but still rudimentary beginning. A great deal still needs to be done to buttress the facts and to make them irrefutable in their accuracy and logic. Much more needs to be undertaken in defining and measuring minimum needs and placing alongside these needs the hard cold facts of the money required to meet them.

The implications for the future extend far beyond one public assistance program. As Franklin D. Roosevelt declared at the time of the inception of the U.S. Social Security Act of 1935: "The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little".

### ***Wanted***

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# Prognosis Guarded

by Clare McAllister

It is raining. The black, bitter rain of the coast winter is coming steadily down. November. Rain. It may come down in sheets, like that, for three solid weeks. So little separated into drops are the curtains of rain that they do not seem even to dint the deeply accumulating puddles, which I see from my Vancouver office windows. A spaniel, curled hairs plastered, skin to bone, goes by with a boy in dripping sou'wester.

I think of loggers up in the up-coast woods, stomping in out of the rain-bearing east winds, faces red from the wet, hanging up iron pants and cruiser jackets in the drying-room, bending to haul off caulked boots, mopping dripping hair with flapping towels, heading for the long tables loaded with platters of pork chops.

Up in the Chilcotin, it'll be snow, I think; cattle rounded up for sales, or loosed on the wind-flayed winter range.

In Kootenay mines, men are coming up from the warm of deep underground, ruffling the heads of small boys in from the winter's first sledging, fathers and sons sitting down to the division of the evening paper before dinner.

Yes, bunkhouses, and cookshacks, and home ranch corrals, and little houses, fine shelters for those that have them to go into.

But—there are the alcoholics. They have no place to go. I shiver a little; I know this is the sort of day to wash them out from under the bridges. They'll be beating on our doors, I think, and I'm the one that will have to help them: "G'wan; G'way; no hidin' place; go back."

What a mood! I say to myself about my own mood. Be reasonable, I say to myself. After all, you are a social worker in a hospital. You can't possibly start taking into a hospital all the broken-down alcoholics, just because they want a place to sleep. If you did, where would you look for beds for the people who are seriously ill, and the ones who need emergency operations, and the accident cases; dear knows there'll surely be accidents, driving on a filthy dark afternoon, like this!

The head is not always of much comfort to the heart. I recall a procession of alcoholics who've been sent to me by doctors from time to time. "Complains of cough, chest clear, does not require hospitalization, a social, not a medical problem"—that sort of thing. Some may have had stout overcoats, from the back hook in your overstocked clothes closet, via the city mission handout. Some may have had the frayed sleeve-ends, sour with the smell of sleeping and waking, wet or dry, always on.

Smells! I recall the smell of vomit, the smell of urine, the rank smell of

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Mrs. McAllister joined the staff of the Canadian Welfare Council last July. When she wrote this article she was in the medical social service department of the Shaughnessy Hospital, Vancouver.

the keg of cheap wine still on the breath, the smell of the crumbs of tobacco in the pockets' corners.

The beaten men, their hands going round and round their soiled hats, torn brims: they've said, "But I've got this cough, missus", and coughed illustratively.

"But the doctor says you don't need to be in the hospital," I've replied, even while accepting the horror of the bubbling cough. I have said, "I can give you a car ticket, and you'll have to go to the mission" (or the shelter, or the hostel).

There were the dreadful years when they would reply "All the beds is gone, by now", and I knew it was so. Nowadays, praise be, there should be room for them, under roofs.

Today's patient, when he comes, as he does, is different. Each is different of course: a patient, a case, an alcoholic, a man, a fellow being, some mother's son. I am startled when I look at him. He looks respectable, I think; then I say scornfully to myself — whatever do you mean by respectable?

We begin our acquaintance by my saying firmly, "I see the doctor says you don't need to be in hospital; I guess you feel pretty tough just the same; you have a problem of drinking, don't you? It's rough not getting into hospital when you feel that's what you need, but we have to go by what the doctor says. Tell me about yourself, 'til we see if there's any other way we can help you."

What fragments of himself and his life and his feelings he will bring up to the net I have cast I wait to see. What I need to know is if we have perhaps got him now at that fleeting and possibly life-giving moment when he might really try to turn his back

on what is behind him, strive to change.

We talk about his boyhood, and the kind of hopes he once had for his life. We talk about jobs. We talk about the foundation that helps alcoholics, and about Alcoholics Anonymous, and about the Salvation Army, and about what the psychiatrists in our hospital can do, if men want to take on this hard-fought-over-and-over-again battle, of trying to change.

"I kept on the water-wagon for a year and a half, once, even after my wife left me," he says, proudly, lifting his chin and looking at me. "I got my good suit, still, in hock. I never sell that! I've got to hang onto it, to put up a good front to get a job."

"You get pretty shaky, it gets harder and harder to get work, doesn't it?" I put in. I see his hands stiffen at the words.

"What I really want to do, is to get back to Montreal," he says. "Do you know of any fund would loan me the fare to get to Montreal? I wouldn't want a grant, you know, just some fund would give me a loan."

I think to myself, Funds to get people to Montreal; that's not very realistic. If there were, I'd go myself, likely.

I ask, "Have you got any relatives in Montreal? And folks there?"

"No, but I got an awful good friend there, would take me in any time." "But what would you *do*?" I search. "Have you any reason to think it would be any easier to get a job in Montreal than it is here?"

I am not feeling nor, I hope, saying this in a punishing way. I have no goal to make him feel a fool because he's unrealistic. If only he could see that one starts now, not in some land

of dreams, nor in Montreal, to hew a different path.

"If you made a different start now—and there's help to make a start like that—you could put money by, to get to Montreal," I say, explorer-wise. (You could call it probing for motivation).

"I just thought there might be a fund," he says, lamely.

I tote it all up, our conversation, trying to see the shape of the facts he has given me, the shadows they throw on the feelings that toss him to and fro, in relation to events outside his shaping. Today is not the day. It is not today he will grit his teeth and dig in his heels and determine "There's help I can take and use, and I'm not going to touch another drop".

He may not get to Montreal, I think, looking at the darkening rain, beating on the window. He may not get to the snow, in the sun. He may not find again the friend, "would take him in, any time." He may not get a job, even with his good suit out of hock.

It is important that it matter to someone what becomes of him.

I say, "I guess that is all, now." I reach out to touch his arm. "If you want ever at any time to come back to talk to me about yourself, I'll always see you." I don't say it only *as if* I meant it. I say it warmly, because I mean it truly. It is not here and now, but the time may come he'll want to change.

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# Today's Drop-Outs Tomorrow's Unemployed

by Penny Jolliffe

"Who is going to help us? Jessie and I just can't make ends meet. She's worked as a waitress for the past year, but now with another baby coming along, she's got to stop. I've had only two jobs since I left school three years ago. The first one, I admit, I quit because I didn't get along with the foreman—but at the last one, even though I worked real hard, I was laid off when they put in the new machines—said I didn't have the training to run them. I've looked and looked for another job that'll pay us enough. So what if I left school in grade nine—there are lots like me. Somebody's got to give us jobs—we've got to live!"

This young family faces a very desperate situation—and they are not alone. The future is certainly not full of radiant hope for the many thousands of youngsters who leave school without completing a course of either academic or vocational training.

## **Fewer jobs for the unskilled worker**

We are living in a constantly changing occupational world which is continually demanding adjustments in our educational and training programs. Not too long ago, industry was able to employ great numbers of semi-skilled and unskilled labourers. But in the last few years the mechanization of industry has increased and this steady introduction of automation has wiped out many of the unskilled, blue collar jobs and in turn opened the door to more specialists, highly trained in the operation of these complex machines.

Now, with the economy in a less strong position and with the automation of industry spreading rapidly, unemployment is mounting. It has become an employers' market. Business and industry can be more selective and the demand for the untrained worker has fallen far short of the existing supply.

## **100,000 more youngsters a year**

We must also realize that we are facing an era when the numbers of young people seeking jobs will be at an historic high. The children born during the post-war baby boom and are now in the schools, and soon the first large group of youths will reach the age of decision. We are in trouble

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This timely article first appeared in the November 1960 issue of *NWA on Record*, the newsletter of the Neighborhood Workers Association, Toronto. The author, a member of NWA's board of directors, was helped in gathering the material by Miss Bertha Reynolds of the child guidance division of the Toronto Board of Education, Miss Edith Fairbrother of the youth division of the National Employment Service, Miss Lillian Thomson, executive director of the NWA, and many others who discussed the problem and answered numerous questions.



today, even before these vast quantities of young people hit the employment market. Without immediate action the outlook is grim.

In a survey made of school children in Canada, it was found that only 8% of those who enter grade one complete their high school education. Only 65% get through public school (35 out of 100 leave school without even a grade 8 education!) and although 57% enter high school, only 25% complete grade twelve.

### **Little hope for untrained youth**

In the Central Toronto area alone, 7,000 school drop-outs applied for work during 1959. In a two week period, this past summer, 110 unskilled youngsters sought positions in industry for which there were no openings. Opportunities in industry and business for these young people are decreasing rapidly! Industry is now requiring grades 12 and 13, academic or vocational training, to operate its machines. Sales personnel are selected from those who have a minimum of grade 10. Businesses demand grade 13 maths or even, in some cases, University graduates, to operate their intricate electronic equipment, and few if any apprenticeship openings in the trades are available to youngsters with less than a grade 10 certificate.

What then is available to those drop-outs? Often it is short term or seasonal employment. They are usually the first to be laid off and the last to be rehired. Some fairly good jobs are open for elevator operators, junior warehouse floor boys and the like, but there are not enough of these openings to meet the increasing numbers of young people seeking work. Nor do many of these jobs pay well enough to allow for proper maintenance of an expanding family.

The employment records of these untrained drop-outs is both disconcerting and revealing. They have unstable work records and poor working habits—seemingly unable or unwilling to hold onto their jobs for any length of time. Many of them, we can hope, will learn by experience—that is if they are able to find that third or fifth job—and the new employer is willing to take the risk of hiring them.

Here we have an extreme social problem—a problem which affects every one of us. We, through taxation and voluntary giving, must and do support our community. These young people represent a group who, both now and in the future, will require major assistance from our community's welfare resources.

These youngsters, who are only intermittently employed, will often hang around restaurants, pool halls and street corners for something to do. They are seldom known to churches, settlements or organized recreational programs and are frequently involved in minor vandalism and more serious anti-social activities. Many marry at an extremely early age, accepting family responsibilities which almost inevitably become too much for them. Problems of all kinds face them throughout their lives.

The services of our city's agencies even now are being strained by the continually increasing numbers requiring attention. Greater amounts of community money, in the form of campaign funds, taxes and the like will be needed to extend the services already available. Another most serious

aspect of this social problem is that the untrained worker, employed or not, will most likely face a lifetime of financial distress. He will need assistance from the community on a long-term basis—possibly indefinitely.

### **Why are they leaving the schools?**

Here are some of the most pressing problems:

An overcrowded home, where there is little opportunity to find a peaceful spot to study and where there is no one with the time to take an interest in the child's school problems or progress.

Often an unhappy home, where the discord is so great and unsettling that the child would rather leave school and go out on his own than remain at home.

Austerity at home, due to the low wage levels of the parent or parents, where the child cannot receive the material things he needs, or perhaps only thinks he needs, therefore he desires money of his own and independence in the spending of that money.

Again a monetary situation at home, one that demands a teen-ager's assistance in supporting the family—or perhaps even his assistance in looking after the younger children while the mother goes out to work.

Lack of interest on the part of the parents who really do not care whether their child receives an education or stays at school beyond what he legally must. Often we will discover that neither the youngster nor his parents realize the absolute value of education and training.

On the other hand the problem may be created by parents who are extremely anxious that their child attain academic honours that are impossible for him to attain, and who will not accept with pride any of the various areas of vocational training for which the child might be better suited.

We could include the lack of parental discipline, and its potentially unhappy aspect when related to a youngster over whom the parents find they have no control. Accustomed to complete freedom of action at home, he balks at the rules of school and leaves as soon as possible—untrained, still immature and undisciplined—unable to cope with the realities of a non-permissive adult world.

We may find that a youngster is totally uninterested in his course of study—perhaps because he cannot take the subjects he really wants, the school has not tried to stimulate his interest, or he is unable to keep up with his class without additional assistance from the teacher. This child is often an unhappy addition to the class and the school itself may be just as pleased to see him leave.

Mention should be made of the child who proudly leaves school, certificate in hand, having completed a short-term technical course. In too many cases his brief course has not been adequate enough to give him the full training or skill that modern day industry requires.

### **Where will we find the solution?**

Scores of ideas and as many different theories have been voiced on this problem. Perhaps a solution can be found in some of these areas:

An intensive, all-out effort could be made in the field of guidance and counselling—not only of the youngsters but also of the parents. We need many more people actively working in this vitally important field.

Guidance and counselling programs might be developed within the schools at the elementary level, where the child's academic or non-academic ability can be foreseen, so that he may be inspired and guided in the right direction before it is too late.

A place to study away from the crowded and noisy conditions of home would be of great value to many children. To know that someone cares and wants to help them could give many the psychological boost they badly need. (Perhaps this would be sponsored by churches and service organizations while libraries, schools and settlements could provide the necessary facilities.) Additional tutoring, provided by part time or retired teachers, would do much to maintain or even re-awaken interest in their work and would assist them in making the grades necessary for at least a better educational background—more hope for their future.

The 'holding power' of the schools could be increased by ensuring that interesting and stimulating training courses are available to students who are not making any progress within the existing academic program. These courses should be kept up to date in order to provide substantial training, adequate enough to meet the requirements of today's and tomorrow's employment standards.

A project could be planned similar to that of the Rochester, New York, Board of Education which provides a three-year Work-Study program within the high school. There, selected non-academic pupils continue their elementary school subjects while learning a trade and being paid an apprenticeship rate.

The development of *compulsory* training in a trade, for those whose aptitudes preclude completion of a course of academic learning, would help to ensure the employable future for many young people.

Raising the legal school-leaving age (naturally with special permits granted for slightly earlier leaving, if necessary—as they are now). This, hand in hand with a raising of the legal employment age, might hold in check some of our immediate employment problems, while giving the children more opportunities for educational or vocational enrichment.

Industry could play a major part in alleviating the situation by providing their own training courses for future employees as well as providing retaining and upgrading courses for personnel whose skills soon will no longer be needed.

Looking into their own development future, industry could assist the training programs now underway in the schools by foretelling the type of skills and extent of training that will be required of their manpower in the future.

Whatever the answers are to this problem of the untrained youth, it is of vital concern to all of us that some action be taken soon. We know that an all-out attack on the problem will involve study and planning at many levels by government, industry, educators and social agencies.

# Clergyman Discusses Problem Drinker

by H. D. Joyce

No one who has had the challenge and sometimes doubtful privilege of counseling a problem drinker, would begin to write brashly under such a heading. Memories of many failures will prick any fanciful claims to expertness. And even the dramatic success which has sometimes followed your efforts, leaves you wondering just what it was, or how, or who, that really contributed to the transformation. But whatever change may come from an honest and humble attempt to help a problem drinker, it is almost certain that the counsellor will himself be changed, and usually for the better.

For the purpose of these paragraphs, let us use the word "alcoholic" rather than problem drinker—partly because it is a simpler word, and partly to accustom ourselves to the term . . . in its proper meaning. By "alcoholic" we do not mean a skid-row derelict or drunken bum—although he may be so classified by prejudiced people.

A problem drinker is one who has a problem with alcohol, naturally; but we incline too easily to believe that if only he would cut out his stupid drinking practices he would automatically become a decent citizen and father. This is to misunderstand the whole nature of the case, and with a wrong diagnosis it is almost impossible to discover a cure.

The term "alcoholic", on the other hand, describes a person who is suffering from a complex disease of the whole personality, and having discovered the deceptive relief of narcotic alcohol, uses it with such compulsion that he is not able to control the time, place or amount of his drinking.

This doesn't mean that he is constantly drunk; nor is he necessarily a wife-beater and child-neglector, or any of the other caricatures which have been so frequently drawn. He is a man with a problem—often so deeply rooted and concealed that he doesn't know its real source or nature—but a problem which he cannot see over, or under, or around. And in beverage alcohol he has found a crutch for his weakness, a mute to soften the "fiend voices that rage", a narcotic to deaden the pain of being what he is.

(If this sounds like a preacher's purple passage, I can only offer that each of the above is a quote from men whom I have known intimately.)

## **Making effective contact**

The first approach to a clergyman may well come from the man's family or friends. This is hard, because one of the hardest rules for a distracted family to accept is the fact that it is almost impossible to help a man until

**The Reverend H. D. Joyce is minister of St. James United Church in Ottawa. His article is reprinted by permission from *Alcoholism*, the quarterly bulletin put out by the Alcoholism Research Foundation of Ontario, summer issue 1960.**

he himself wants to be helped. Frequently, in the loneliness of his inner pain, a good man will turn so violently against his family, friends and minister, that any attempt to reach him will only drive him that much farther away, and delay by so much longer the possibility of a cure.

The well-meaning wife who will ask, "I wish you would go and talk to him, but don't let him know I told you or he'll be furious", is actually complicating the whole problem. Hard and dreadful though it may be, the surest and shortest way to recovery is usually to "let him go", until of his own tormented self he asks for help.

Alcoholics Anonymous used to stipulate "an honest desire to stop drinking". But experience has led them to delete the word "honest", and to move with understanding speed to help anyone who shows even the slightest desire to desire sobriety. If a preacher wants some sanctified justification for this, he might find it in the lines penned by some anonymous sinner who had discovered the abounding grace:

*Who so draws nigh to God one step  
through doubtings dim,  
God will advance a mile  
in blazing light to him.*

### **Some basic assumptions**

Assuming that a problem drinker has opened such a door to you, how do you go in? First, some basic assumptions (and I am sorry if these go contrary to established temperance thought): Remember that alcoholism is a symptom of sickness, and not necessarily the sickness itself.

There are people who over-indulge on occasion, or even quite regularly, simply because "they like the stuff".

Such people are hard to reach, and are not really what we mean by "problem drinkers" except to the doctor who has to try to counteract the effects of their liquor on their liver.

### **His solution to his problems**

The real alcoholic, on the other hand, may hate everything about booze and describe it in the most loathsome terms, yet drink himself into bestiality with terrible regularity. He has a problem, and alcohol seems his only answer. It may be rooted in his family life, his job, his business concerns; it may be the result of personality defects, deep buried in his past; it may be an overpowering sense of inadequacy, in physique, in brainpower, in spiritual understanding. It may be a complex of emotions, so involved and ingrown that only an expert can root them out. But whatever and however, you can assume that he has a problem, and his drinking is the symptom.

Is he a sinner? Yes, in the sense that he may have broken many—or all—of the moral commandments, and suffers excruciating pains of remorse and fear. Remorse over the things which he remembers all too clearly and for which he can find no forgiveness; fear over the dreadful knowledge that during periods of drunkenness or alcoholic amnesia he may have done God knows what. And fear can assume such distorted proportions that it becomes a haze through which everything else is only dimly seen.

Is he a sinner? Yes, in the sense that he is separated from the purpose and grace and love of God. I have always thought it significant that when I asked a group of alcoholics what they wanted me to talk about, their one request was couched like this,



"How can a good God have anything to do with a ----- like me?"

### **What he already knows**

But if you approach him on the grounds that he is a sinner because he is drinking too much, or because he has beaten his wife or neglected his children, or has conducted an adulterous affair with his neighbour's wife, it is unlikely that you'll get far into his real problem.

He knows, far better than you do, what he has done in all its obscenity. And you won't easily find words, however harsh, that he hasn't used a thousand times on himself. It isn't your place to call him a sinner—he knows that—but he can't find the way out!

Is he sick? Well, if you are asking whether alcoholism is a physical disease, like an allergy response to the chemical constituents of alcohol, I think you will find that science still doesn't know, but doesn't think so.

But he is a sick man.

Physically he may be ill from under-nourishment and over-indulgence in a harmful chemical which has had a medical effect on nerve tissues and vital organs.

Mentally he may be very ill, with problems magnified out of all true proportion and perspective, and with mental attitudes which make him emotionally incapable of logical thought.

Emotionally he may be ill through prolonged reaction to the attitudes of his family, friends, business associates, church people, etc., etc. Later on, he will recognize this as his "stinking thinking", but until he faces up to himself he will go on bitterly resenting it all, and hating the world in general.

And spiritually he is sick, being cut off from God and the fellowship of decency—partly ostracized by an outraged society, and partly by his own attitudes—again, his "stinking thinking".

He may well be smarting under the constant rebukes of well-meaning people, and the tearful exasperation of his closest loved ones.

He may have had more than one memorable run-in with good church people, and have been castigated roundly by a variety of clergy (to whom he may have gone with an inarticulate desire for help). The possibility of a bright-faced and smiling acceptance of what you are going to say to him may be somewhat remote.

### **Willing understanding**

How are you going to help him then? If there is any one word that gives the key to it, it is "understanding". That's what we have been trying to do above—understand his basic motive in drinking, his physical and mental condition, his fears, his estrangement from life, his attitudes toward those who want to help.

Being willing to understand, listen to him! Let him talk. Listen to what he is trying to say. Usually it will be a hopeless garble of disjointed complaint and tearful confession. But listen, as he tries to purge his system of pent-up bitterness, resentment, remorse, frustration, fear, feelings of inadequacy, and the rest.

And whatever he may say, you are not wasting time. The apparent beating-around-the-bush may be his urgent and skilful testing of your reactions to many subtly-introduced areas of his life—all of it bent to discover whether you are the kind of man with whom he can share the deepest confidences of his soul.

Some things should go without saying in your approach to him: if you resent his resentments, and answer his bitterness with a similar bitter defence of your outraged ego, you had best leave this kind of counseling to others who are more secure in their calling.

And you must never relay information which he has given to you; not even under the strongest urging of family or friend. Your betrayal of his confidence will almost certainly be found out sometime, and all you have built together will come tumbling down. Only if you have his explicit permission are you free to discuss his problem with anyone. And of course, all this will take more than one "interview".

Even the most skilled minister is a fool, and a conceited one at that, if he thinks he can lay bare, discover and correct problems which have accumulated through many years, and then somehow fortify an infant will so that it will be strong enough to face problems which are really staggering.

### **Friendship vs. advice vs. sympathy**

Offer him friendship, but be careful about advice. Especially pious advice. Even if you are right, it is unlikely that he will be capable of receiving your counsel or acting on it effectively. It is a simple matter of physics that you can't cram ideas, even good ones, into a mind that is crammed full already. He has to get rid of so much before he can accept even a little.

Be careful with your sympathy. He will take great gobs of it if you will offer it, but it won't do him any good, and it can do much harm. Your well-meant words can fortify his feelings of inadequacy, and confirm his belief that in the eyes of God and men he is a hopeless case.

And be very careful about offering financial help in any form. What the average alcoholic needs first is to recover his lost sense of manhood, his independence, his self-respect, his confidence that he is able to meet and overcome his problems by the grace of God, the intelligent understanding of his friends, and the inner resources of his own re-awakened and encouraged will.

Undoubtedly his first weeks or days on the road to recovery will be pretty shaky, and his provision for his family may be far short of what you or they would desire; but he needs to do it, by himself, and the very fact of their dependence upon him, and the sheer marvel of their survival through those days, will nerve him to keep on. To give him assistance, even when he pleads for it, may well be to take from him his sense of independence, and can prolong his ultimate recovery.

(At the same time, it is possible to arrange for assistance in such a way that he has responsibility for full repayment on a definite plan. This gets him over a rough spot without cutting at his self-respect.)

### **Traps to avoid**

Don't be misled into a feeling of victory just because he has stopped drinking. Some of the most stubborn alcoholics can go for months without touching a drop. But unless the root cause of his problem is discovered and dealt with, you haven't really accomplished much more than a delaying action. And of all pitiful people, the "dry drunk" is surely one of the most desperate. Lost, still out of balance with the world, himself, and God, and miserable beyond reckoning.

We're looking for more than sobriety; we are looking for contented

**Canadian Welfare**



sobriety — wholeness of body, mind and soul.

And finally, resist the subtle temptation to "play God" — to pull little strings of piety which you think will accomplish redemption and place another mark of victory beside your name. It is no accident that those who do "come back" always give credit to "the grace of God" by Whom they are what they are. He alone created, and He alone can recreate.

Our whole function is to help a needy spirit to open again the lines of communication between itself and God—to bring a sick personality to the Divine Physician—a lonely man to the Lover of souls—a weak will to Him who is both Strength and Salvation.

I have not mentioned the various agencies in the community which stand ready to help with this type of problem. Partly, I am assuming that everyone knows of the work of Alcoholics Anonymous, and will realize that they are among the very first to whom an alcoholic should be guided for help. Practically everything I have said has been based on intimate knowledge of their methods and experience.

The Alcoholism Research Foundation in Ontario is also an excellent referral society, and has skilled workers and resources which ought to be known to every pastor. (*And there are other similar agencies in other parts of Canada.—Ed.*)

### EXECUTIVE DIRECTOR

Anticipating the retirement in 1961 of its present Chief Executive, immediate applications are invited for the position of Executive Director for a well established Child and Family Protection Agency in Montreal. A well organized Protection Service for the Family is supplemented by legal services provided through the MONTREAL LEGAL AID BUREAU, which is operated under joint Board and Staff direction of the parent body.

Legal training is not essential for the social work personnel, but a degree from a recognized school of social work plus supervisory experience is required for this position.

### SOCIAL CASEWORKERS

Applications are also invited from qualified social workers to complete our staff organization.

*Apply to:*

EDWARD G. POTTER, *Executive Secretary*,  
SOCIETY FOR THE PROTECTION OF WOMEN AND CHILDREN  
Room 205, 1040 Atwater Avenue  
MONTREAL 6, P.Q.

# WHAT THE COUNCIL IS DOING...

## **Board of Governors**

### ***Welfare Foundation***

At its December meeting the Board approved in principle the setting up of a foundation completely independent of the CWC to receive and dispense money which people might wish to bequeath or donate for purposes such as research, education, publications, and national planning in the field of social welfare. There are already a number of foundations in Canada, but most of them are committed to using their funds for local purposes or for specified kinds of projects. There is no national foundation to provide money for desirable projects that lie outside the scope or financial means of existing organizations.

The Council's legal advisers, after discussions with the Department of National Revenue and the Dominion Companies Branch, had already drafted a request for incorporation of "The Canadian Welfare Foundation", and the chairman of the Board was asked to appoint a small committee to draft by-laws and obtain sponsors for an application to the Secretary of State for a charter.

### ***Manpower brief***

The Board approved the recommendations to be included in the brief which will be presented early in the new year to the Special Senate Committee on Manpower and Employment. If there is time before the brief must be submitted, the Board of Governors will study the final draft; if not, the Executive Committee will give it final approval.

Attention will be directed to the importance of income-maintenance

programs not merely as remedial measures but as part of a positive policy of full employment. The focus of the brief will be on measures to maintain or increase employability, not only through income-maintenance programs but also through rehabilitation, training, counselling and placement services.

The recommendations deal with such subjects as:

- periodic analysis of employment demand and periodic release of labour force survey information;
- study and review of the present unemployment insurance program;
- a change of status of the national employment service so that it would be more closely related to an overall manpower policy;
- changes in the unemployment assistance program to provide for better coverage and better sharing of costs;
- extension and strengthening of vocational guidance, training and counselling programs both for those already in the labour force and for new workers;
- attention to the needs of women with dependents who require additional income or gainful employment in order to support them;
- programs for the handicapped and aged to improve their employability.

In the course of preparation of the brief, it is planned to sample opinion on an outline that had been drafted, through selected local welfare councils and public welfare officials.

### ***Commission on education and personnel***

Mr. Philip Fisher, chairman of the interim commission appointed last June, reported to the Board that it had undertaken to act as a nominating committee for the permanent com-

mission, outline a general program of operation, and assess the relative importance of possible lines of action. Persons asked to become members of the permanent commission are to be invited to serve as individuals, not as representatives of particular groups, but careful attention is being given to securing members who can represent fields of interest and regions of the country.

The report was adopted, and Mr. Fisher was appointed chairman of the permanent commission. The letters of invitation to join the commission are to be sent out shortly.

The interim commission had also drafted, for the use of the permanent commission, a general statement on education and personnel for the social services, without spelling out too specifically methods of work and details of organization, which would be the responsibility of the permanent body.

The purpose of the commission is to give leadership in solving the problem of adequate and suitable staffing of the welfare services of Canada.

#### ***International Social Service***

The Board gratefully acknowledged the receipt of an anonymous gift of \$1,000 for the continuing work of ISS, and were told that an additional \$3,000 would be provided by the Canadian Committee for World Refugee Year to help cover expenses that will be incurred in dealing with adoption of refugee children from Hong Kong.

#### ***Annual Meeting and Conference***

Plans for the Council's annual meeting and conference to take place in Ottawa at the Chateau Laurier, May 29-31 were reported going forward under a strong Ottawa committee, with Mr. Raymond Labarge as chairman. The committee had already dis-

cussed program suggestions received in response to a questionnaire sent to the Board and to member agencies of the Council.

#### ***Public Relations Committee***

Mr. J. A. Brockie reported on the first meeting of the Council's PR committee which highlighted a review of the 1960 program and accomplishments for both the Council and the CFC division, and the outline of the program for the coming year. He reported that the Board's proposal for a wide distribution of the summary of the Council's Activities Review was being carried out and that copies of this summary are now available free of charge from the publications section.

Mr. Brockie also reported that a new series of television announcements was being created for year-round use by both CBC network and private TV stations, illustrating services provided by several of the national health and welfare agencies. These will be ready for distribution in the new year, together with a series on general fields of service.

#### ***Community Funds and Councils Division***

##### ***Midwinter Conference***

The Royal York Hotel in Toronto will be the scene of the Midwinter Conference of the division to be held February 8-11, at which members from across Canada will come together for discussions of problems facing federated funds, welfare councils and agencies.

Guest speakers at the conference will include:

Lyman Ford, Executive Director, United Community Funds and Councils of America, who will discuss the future of federation;

Blair Fraser, Editor of *Mclean's* magazine, speaking on public-private relationships;

Mel Thistle, Director of Public Relations, National Research Council, Ottawa, whose discussion of semantics will be entitled "A Talk About Talk", and;

Wallace McCutcheon, Argus Corporation Limited, Toronto, who will outline the economic implications of the 60's for funds and councils.

One of the highlights of the Mid-winter Conference will be a special Friday morning session on public relations for funds, councils and agencies.

Advance registration forms are now available from the Community Funds and Councils Division, 55 Parkdale Avenue, Ottawa 3.

#### **Training Institute**

The University of Western Ontario will be the setting of the first training institute for personnel in community funds and welfare councils. The institute, to be held May 8 to 13, will comprise both lectures and discussions of day-to-day matters occurring in the field. The Institute is primarily designed for people who have up to two or three years experience. Application forms will be going out to all member funds and councils early in January. Limited travel bursaries are being made available for those coming from distant points who may require them.

#### **New French Film**

In consultation with the Canadian Welfare Council and Caritas-Canada, the National Film Board has recently completed a French social work documentary entitled *La misère des autres*. This film, through the presentation of four cases, underlines that

social problems affect everybody, wherever they may be, and the skilled help provided by professional social workers in different situations is illustrated dramatically. The film also shows how community resources are used. The premiere was held in Montreal in December and was attended by Council members, mainly from the Province of Quebec. It has since been shown on the CBC French television network. Thought is now being given to producing an English version of the film.

*La misère des autres* is one of the films shown at the International Social Work Conference in Rome being attended by the Council's executive director, R. E. G. Davis, and the director of welfare services, Miss Phyllis Burns.

#### **French magazine**

The Editorial Committee of *Bien-Etre Social Canadien* has finished its plans for a special issue to be published in April 1961, on *Canadian Women in a Changing Society*. Mme Jean Boucher has been re-elected chairman of the committee, which will work in cooperation with the Council's newly formed PR committee and will invite a French representative from it to attend its meetings.

#### **Committee on Aging**

Housing and living accommodation for elderly persons is the main item on this year's program of the Council's Committee on Aging. In connection with this, the Committee undertook to consult with welfare councils and a selected group of other agencies to discover what were the main problems in this area. This survey of opinion indicated clearly that more low-rental housing is needed in our

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country. The Committee will be in touch with appropriate governmental authorities and private agencies pointing out the need for making greater use of the provisions of the National Housing Act for improving the housing situation of elderly persons.

#### **Staff Travels**

Clare McAllister, Associate Executive Secretary of the Family and Child Welfare Division, was one of four Canadians who attended the Washington Conference on Day Care for Children held in November under the joint sponsorship of the Children's Bureau of the U.S. Department of Health, Education, and Welfare, and the Women's Bureau of the U.S. Department of Labour. Also attending from Canada were Miss Ruth Brown, Department of National Health and Welfare, Ottawa; Miss Viola Gilfillan, director of the Victoria Day Nursery, Toronto; and Mrs. Clair Stewart, Toronto.

Mrs. Clare McAllister and Mr. Réal Rouleau, both of the Family and Child Welfare Division, attended a three-day family agency institute on marriage counselling held in October at Mont Gabriel, Quebec. Leading the institute was Dr. Aaron Rutledge of the Merrill-Palmer School of Marriage Counselling, Detroit, Michigan.

Eric I. Smit, executive secretary of the F & CW Division, travelled to Manitoba and Alberta in November, and held talks with public welfare officials. W. A. Dyson, of the Community Funds and Councils Division, has lately visited community welfare councils in Southern Ontario.

P.F.

#### **SUPERVISOR (Psychiatric Social Worker III)**

*required for*

**MUNROE WING,  
GENERAL HOSPITAL  
Regina, Saskatchewan**

**Salary Range:** \$443-539 per month.

**Competition Number:** c/c 6564.

**Qualifications:** M.S.W. Degree, experience in psychiatric setting, and preferably supervisory experience.

**General:** The Munroe Wing is a 30-bed psychiatric ward and its services are totally integrated with those of the adjoining out-patient mental health clinic. Both are administered under the jurisdiction of the Psychiatric Services Branch of the Saskatchewan Department of Public Health. The total complement of social workers is at present three, two social case-workers and the supervisor. In addition to supervisory responsibilities, the supervisor will be expected to develop cooperative social service working relationships with other psychiatric and social agencies in Regina, in the surrounding area and within the total provincial psychiatric program.

**Benefits:** Three weeks holiday, three weeks accumulative sick leave allowance annually with pay, excellent pension and group life insurance plans and other benefits.

**Applications:** Forms and further information available at Public Service Commission, Legislative Building, REGINA, Saskatchewan. Applicants should refer to File No. c/c 6564 and should submit completed forms to the Commission as soon as possible.

# ABOUT PEOPLE



**Most Rev. J. Gerald Berry**, Archbishop of Halifax, is the new chairman of the administrative board of the Canadian Catholic Conference, the voluntary association of cardinals, archbishops and bishops of Canada.

**D. C. S. Reid** will become executive director of the John Howard Society of Alberta on February 1. He is now executive assistant of the Ontario Society where he will be succeeded by **A. K. Couse**, supervisor of the Toronto office.

The new president of the Canadian Chamber of Commerce is **Joseph Jeffery** of London, a member of the board of governors of the Canadian Welfare Council.

**Orval W. Allen**, a founder and former chairman of the Edmonton Citizenship Council, has been appointed president of the new Court of Canadian Citizenship in Edmonton. The Court is the seventh of its kind set up by the Department of Citizenship and Immigration, with others at Hamilton, Toronto, London, Montreal, Vancouver and Winnipeg.

**Ian Hill** has been appointed supervisor of the Alberta department of public welfare in Calgary. Before this Mr. Hill was superintendent of the pensions branch in Edmonton. He replaces **John Smith** who is now supervisor of the northern regional office.

**Fraser Woodhouse**, who was director of training, Boys' Clubs of Canada, is now regional director of the central area. Mr. Woodhouse replaces **E. J. Mitchell** who becomes special representative of the Boys' Clubs of Canada.

**Miss J. R. Casey**, supervisor of the Halifax regional office, Nova Scotia department of public welfare, has joined the staff of the Department of National Defence (Navy), as a social worker. She is succeeded by **Beatrice Crosby** as regional supervisor.

The McGill School of Social Work has presented its first Distinguished Alumnus Award to **Esther Kerry** in recognition of her outstanding contribution to the progress of social work. Miss Kerry, now retired, has served for 30 years as both a volunteer and professional social worker. As a volunteer Miss Kerry participated in numerous national boards and committees as well as local Montreal agencies. She is a past president of the Alumni Association and was a prime mover of the committee which urged that the School of Social Work become part of McGill University.

**Ruby McKay**, of Victoria, has resigned after 16 years as superintendent of child welfare for British Columbia.

**Jean-Marie Guérard**, Q.C., of Quebec City, has been named a

Canadian Welfare



member of the three-man Royal Commission to study the former National Union government of Quebec. Mr. Guérard was president of the Canadian Welfare Council for 1952-1953.

**Ray Auld** has been appointed executive director of the Ontario Society for Crippled Children, succeeding **Reg W. Hopper** who retired after 32 years of service. Mr. Auld has held the position of assistant executive director of the Society since 1951 and before this was with the Brantford Children's Aid Society.

The new regional administrator for family allowances and old age security in Alberta is **Warren W. Dahl**, who has been assistant to the director of the Alberta regional office since 1956.

The Saskatchewan department of social welfare and rehabilitation has had three recent staff changes. In Regina, **Dorothea Guse** became selection and training officer, part of her job being to establish an in-service training program for departmental field staff who have not had previous social work training. Miss Guse was formerly child welfare supervisor at Yorkton. **Audrey Clements** has also moved from Yorkton, where she was regional administrator, to become assistant regional administrator for the Regina region. The former director of children's services, Catholic Children's Aid Society, Toronto, **Roland Hennessey**, is now regional administrator at Yorkton.

**Stuart Bishop** has become deputy social service commissioner for Ottawa, after serving for eleven years as superintendent of welfare for Edmonton.

January 15, 1961

### **Catholic Family Services Toronto**

*requires*

Casework Supervisor: M.S.W. and experience.  
Salary range \$5472-6552 depending on experience.

Caseworkers:

M.S.W.--\$4992-6000

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*Apply, giving details of training and experience to:*

**W. M. KELLERMAN**  
*Associate Director*

67 Bond Street  
TORONTO 2, Ontario

### **La Société de Service Social aux Familles Montréal**

has immediate openings for a number of social workers, French-speaking or bilingual.

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**GRADE II**  
and junior supervisors  
**GRADE III**

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Excellent working conditions

Please apply to:

**EVARISTE CHOQUETTE**  
*Director*

3405 St. Urbain Street  
MONTREAL, P.Q.

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# ACROSS CANADA

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## **Parliament Hill**

The Speech from the Throne on November 17 set forth an extensive program of legislation that will affect the welfare of Canadians. Among the measures proposed (some of which will have become law by the time this appears) are: a larger program of assistance for winter works projects; continuation of federal grants for hospital construction for a further five-year period after the expiration of the present period in 1963; amendment of the National Housing Act to make further improvement in the terms of mortgage lending, and authorization of CMHC in partnership with provincial authorities to undertake the purchase, improvement and rental of existing housing in specified areas of urban redevelopment; the establishment of a productivity council; extension of assistance to provincial governments for vocational training both in the school system and in the training and re-training of those who have already become workers; amendments to the Unemployment Insurance Act, to safeguard its basic purpose, to strengthen the fund and to correct abuses which have developed in practice; revision of the Immigration Act and the Penitentiaries Act; and amendments to the Criminal Code having to do with capital punishment and the treatment of criminal sexual psychopaths.

## **Winter Works Help Indians**

Nearly \$2,000,000 of federal money was made available to Indian bands across the country under the government's winter works incentive program to cut down unemployment on the reserves. Bands with funds of their own can now apply, as any other municipality, for a 50 per cent rebate on payroll costs for such projects as brushing and road clearing, parks and playgrounds work, sewers, stockpiling of sand and gravel, forestry work, and demolition of condemned buildings. Because some Indian bands do not have the necessary capital, the Indian Affairs Branch is putting up \$250,000 as a "little league" winter works program to help them. Construction and repair jobs amounting to \$804,000 for schools, water supply systems and other works, have been re-scheduled to provide jobs for Indians during the winter months.

## **Indian-Eskimo Association**

The newly-formed Indian-Eskimo Association of Canada held its first annual meeting of members in Ottawa in November, followed by a conference on the advancement of Indian communities, with special emphasis in discussion groups on how voluntary organizations can help. Many voluntary organizations, several of the churches, and the three federal government departments concerned were well represented. Several Indians and an Eskimo also participated. Mr.

Ernest Grigg of the U.N. Bureau of Social Affairs described the United Nations Community Development program, which has been found applicable in both industrialized and non-industrialized societies. A report of the conference is contained in the December issue of the IEA Bulletin.

#### **Courses in Social Work**

Advanced courses in social work offered by the School of Social Work, University of Toronto, are designed for social workers with a Master of Social Work degree or equivalent, who are qualified for further study and wish to maintain their professional knowledge and skill. The courses, which are under the auspices of the Division of University Extension, include the history and philosophy of social welfare; theories of personality and social work practice, during the first term; advanced casework and special studies in corrections during the spring term, which will commence February 6.

Mount Royal College in Calgary has initiated a two-year program whereby students interested in social work may receive semi-professional training. Arrangements with the University of Alberta have made it possible for students who can meet university entrance requirements to be credited with first year at the College if they pass university examinations. They then may enter second year of the University arts program. Second year in the College's social service program consists of study of human growth and development, community planning for human welfare, and concepts and methods of social work. Persons who complete the course receive an Associate Diploma from Mount Royal College, as Social Service Aides.

#### **Ontario Low Rental Housing**

A new program of public low rental housing was put into effect in October by the Housing Branch of the Ontario Department of Planning and Development, and the Department of Economics. It provides that 92½ per cent of the cost of all Ontario public housing projects is paid by the federal and provincial governments, the federal paying 75 per cent, provincial paying 17½ per cent and the municipalities contributing the remaining 7½ per cent. Under this division of cost, the major part of the burden is carried by the federal-provincial partnership with a minor portion of the cost paid by the municipalities.

If over a 50-year term a project breaks even, or better, the three governments will recover the investment of their capital plus interest in the form of annual blended payments of principal and interest. If there were a profit or capital recovery, the municipalities would receive 7½ per cent of this profit or recovery. If the projects suffered a loss, the municipalities' share would not be greater than 7½ per cent, with the federal government and the province assuming together the remaining 92½ per cent of loss.

Rents will be based on a percentage of the family income of the tenant, and in a given project the average will be based on the requirements of the municipality concerned. The maximum income level of the tenant will be subject to the federal requirement that maximum income will not exceed the top of the lower third income band in the particular municipality. A number of projects throughout Ontario were begun as soon as the plan was announced.

**Pilot Study Course** The Red Cross Senior Citizens Committee for Ontario has instituted

pilot study courses to train members in information and referral services to older people in their communities. The first course, in October, was attended by two members each from 10 branches; a second four-day course will be held this month. Subjects covered are the client, a study of his situation and basic needs; relationship of Red Cross to the community; setting up an information service; community and provincial resources; education; recreation; the place of the church; housing; care at home, hospitalization; wills, death and burial; the personal qualifications of those giving the service; interviewing, and back-home application.

**Alberta Trains Its Handicapped**

Handicapped and unemployed persons in Alberta who have the basic educational requirements and would not have any other opportunity for such training can take courses in stenography, typing, general office procedures and bookkeeping to prepare them for taking their places in society on a self-sustaining basis. The school, run by the Vocational Education Branch of the provincial Department of Education, was established in 1937 with the help of both provincial and federal governments and shows a record of over one thousand graduates who are now gainfully employed. Candidates must have employment records and must be referred by National Employment Service offices, where applications for training are initiated. Subsistence allowances are provided according to family responsibilities while the student is at school. Students receive individual attention through

tutors, and the twenty-week course may be extended to suit the individual need.

Cost of operation is recovered indirectly through savings in direct welfare assistance and the students' contribution to the economy. In the case of physically handicapped students, the Branch works closely with the Department of Public Welfare; the average cost of training such a person is about \$450, whereas the average annual cost of a disability pension would be approximately \$660. Eligible students may receive the pension until they find work; the eventual saving to the province after employment is, however, considerable.

**Manitoba Rehabilitation Hospital**

Manitoba will soon have a rehabilitation hospital which will give the province a program of physical and psychological rehabilitation for handicapped persons. The hospital at Winnipeg will provide 162 beds for rehabilitation and physical medicine; 20 beds for the diagnosis and treatment of tuberculosis; and will also have an outpatient department for physiotherapy, occupational therapy and hydrotherapy for up to 200 patients daily. The building will accommodate a school of physiotherapy and occupational therapy conducted in association with the University of Manitoba's Faculty of Medicine. The federal government has granted over half a million dollars to the establishment.

**Citizens Visit Ontario Training Centre**

Young inmates of the Ontario Training Centre at Burtch, Ontario, will meet citizens of the community under a new educational program of community assistance, directed by the superintendent of reform institutions.

Canadian Welfare

Regular meetings and educational programs have been arranged at the institution where boys from 16 to 20 who are unable to meet normal educational standards are given special training.

#### **Quebec Corrections**

The Quebec Corrections Society was granted a provincial charter recently, making Quebec second in Canada to have a province-wide voluntary corrections organization. The British Columbia Association was established a few years ago.

#### **Quebec Hospital Plan**

On December 19 the Minister of National Health and Welfare and the Minister of Health for Quebec signed an agreement extending provisions of the Hospital Insurance and Diagnostic Services Act to residents of Canada's oldest domain. With Quebec's entry, hospital insurance is a reality in every part of Canada.

The program came into operation on January 1st and covers upwards of five million persons. As in the case of other provincial programs, it includes in-patient hospital services such as standard ward accommodation, necessary nursing services, use of operating room and anaesthetic facilities, radiotherapy and physiotherapy where available, drugs and surgical supplies, and diagnostic procedures including necessary interpretations where these are required. Services for out-patients are not provided at the present time but an extension into this area is being studied. The latter does not call for the levying of a premium or for the imposition of an authorized charge—more commonly described as a co-insurance or deterrent charge. Charges may be made for extra services involved in the provi-

sion of semi-private or private accommodation as well as for services of physicians and surgeons.

Costs, as in the case of the other provincial plans, will be shared by the federal and provincial governments.

The process of implementing the Hospital Insurance and Diagnostic Services Act began in March, 1958 with Ontario's program coming into effect January 1, 1959, preceded on July 1st, 1958 by programs in British Columbia, Alberta, Saskatchewan, Manitoba, and Newfoundland. Nova Scotia's plan began January 1st, 1959, with New Brunswick following on July 1st, 1959, Prince Edward Island on October 1st, 1959, the Northwest Territories on April 1st, 1960 and the Yukon on July 1st, 1960.

#### **Study Quebec Hospital Insurance**

A federal health grant of \$14,400 has been allotted the Quebec government for a series of forums to consider the Quebec hospital insurance program. The meetings are for hospital administrators and accountants to learn how to handle the forms and records essential for the operation of the new scheme.

#### **Home Nursing**

The province of Alberta in cooperation with the Canadian Red Cross Society is studying the place of home nursing in the health care services of a modern public health program in order to assess the effects of organized home nursing in the community on demands for hospital facilities. The three year project in Grande Prairie is being helped by \$3,350 from the federal government and it is expected that federal assistance will continue for the two remaining years.

# BOOK



# REVIEWS

**Human Resources: The Wealth of a Nation**, by Eli Ginzberg. New York: Simon and Schuster (Toronto: The Musson Book Company Ltd.), 1958. 183 pp. Price \$6.00.

It is rather ironical that a book of this sort should be reviewed at a time when human resources seem to be in oversupply. Yet it is precisely this false kind of oversupply—unemployment and underemployment—that this book is aimed at.

Dr. Eli Ginzberg is Director of the Conservation of Human Resources Project which was set up by President Eisenhower after the Korean War to find out why so many young men weren't worth the powder it would take to shoot them; the focus was on the 1,000,000 men who were rejected after the Second World War as unfit for military service because of emotional or physical defects.

In this book (really a long essay) Dr. Ginzberg states the problems of human resources and submits solutions.

"Four major conditions" he says, "account for much, but not all, of our squandering of our human-resource capital: unemployment, underemployment, inadequate training, and arbitrary barriers to employment." He analyses each in turn and offers solutions.

For unemployment, the answer is, of course, measures to maintain full employment, clearly the responsibility of the federal government.

His comments on underemployment are interesting and thought-provoking. For example, borderline mental cases found jobs, or were

released from institutions to find jobs, during the peak of World War II. Full employment conditions, in other words, provided an opportunity for those whose employment or rehabilitation opportunities would otherwise have been difficult or nonexistent.

The problem of inadequate training confronts us here just as in the United States and Dr. Ginzberg's comments are appropriate for both sides of the border. The wrong kind of training, or incentives to train for one occupation as against another for the wrong kinds of reasons, are also dealt with; Dr. Ginzberg has some worthwhile points to make on this.

It would be damning with faint praise to remark that Dr. Ginzberg says the right kinds of things. What he says needs to be said, and credit is due him for saying it. His book, however, somehow falls between two stools. It is too short for really effective treatment of the various aspects of the problems he underlines. It is overly long for the cursory treatment that these problems do get. But it should be handy for the layman who wants a do-it-yourself kit of arguments on the more effective use of our manpower resources.

Inevitably, some of Dr. Ginzberg's statements are open to question. Followers of Eric Fromm will hardly accept the statement that "the transformations that have taken place over the past half century, especially in the United States, have gone far to ensure that most men will not be unhappy in their work". And his statement that "In this country the executive ladder



is open to all who pass initial selection" is dubious in the light of Wright Mills' *Power Elite* and certainly seems to beg the question of "initial selection" itself.

The book has a rather limited bibliography and an index.

A. ANDRAS

*Canadian Labour Congress*  
Ottawa

**Children in Need of Parents**, by Henry S. Maas and Richard E. Engler, Jr. New York: Columbia University Press (Toronto: W. H. Smith & Son Ltd.), 1959. 462 pp. Price \$7.50.

In any field of activity it is easy to jog along, effecting here and there minor improvements, complaining at the same time of frustrating obstacles, yet never coming to grips with the basic difficulties. To a considerable extent this is the present situation in the child welfare field. The merit of *Children in Need of Parents* is that it takes one beyond day to day practice and compels facing up to fundamental issues.

We have here a book which reports the results of a research project carried on in the United States during 1957 and 1958, which had two objectives. These were: first, securing information about children in foster care, how they are accepted and looked after; and second, making the information about them widely known to stimulate responsible people to action. This study, made possible by a grant from the Field Foundation, was directed by Dr. Maas for the Child Welfare League of America, and is said to be the first comprehensive study of children in foster care in the United States.

Two research teams, each made up of a social worker and a sociologist,

carried the investigation into nine American communities, selected to provide a good cross section of American life both rural and urban. In each community child placement practices, agency networks and legal systems, as they relate to the dependent child, were examined. And it is in this broad context that the authors look at the more than 4000 foster children living and growing up in these centres.

From a variety of sources, including the case records of the sixty welfare agencies serving these children and their families and interviews with key leaders in each community, the authors assembled the data which leads to their searching questions and fresh proposals.

In the reader also questions arise. Is it generally true, for example, that agencies are more apt to report their achievements than their failures and lacks, with the result that the general public remains uninformed about obstacles to better care for children and conditions that should and could be changed?

A wide variety of current social work practices come under scrutiny, especially those surrounding the conditions under which a child comes into foster care and the factors influencing his chances of a permanent home. Similarly, legal obstacles are noted, and the tendency of judges in some communities to give greater weight to the rights of parents than those of children and the hardships for children that may result as a consequence.

The authors have much to say regarding the modification of adoption procedures, but are deeply concerned, as is every social worker, about the group of children, who, though removed from their own homes and

having little if any contact with their parents, are still for one reason or another deprived of the chance to be adopted. Growing up without close ties, they come into adulthood rootless and insecure, often showing marked emotional disturbances.

The case for the involvement of the whole community in remedying this situation is effectively made. This is done in part through the brief but compelling sketches of the life experiences of these children, who with shocking frequency must be moved from one institution or foster home to another.

The problem is well known to social workers. For them the value of this book lies in the broad statesmanlike approach taken by the authors to the needs of the dependent child and the somewhat radical innovations in practice that are suggested. It should be compulsory reading for every board member of a children's agency, whose function it is to interpret need as well as services. To this group one must look for leadership in winning support for the legislative changes and the resources that are required.

The material in *Children in Need of Parents* might conceivably be more economically organized. Each community is presented as a case study and as it is developed generalizations are drawn. Other readers may be inclined, as I was, before reaching the last community, to jump to the later chapters which pull things together.

Of special interest are Chapters VI and VII. The former describes children who are likely to grow up in foster homes. The other presents to view the people who adopt children, showing us some of the special characteristics of the couples who are willing to adopt the child who is "different".

It is quite possible that some sociologists will question whether the community studies were extensive enough to warrant some of the generalizations.

But despite these criticisms this is a highly significant book which throws sharply into focus the need for a bolder approach in child welfare and the barriers that must be removed in order to guarantee to more of our children parents and a stable home.

Drawing upon the findings and conclusions of this study, the Child Welfare League of America, has published in a more popular vein a 22-page pamphlet with the same title, which should be very helpful in bringing the facts and the challenge they present to a wider group than is likely to read the larger volume.

MARGARET DAVIS

Ottawa

**Portrait of Social Work**, by Barbara N. Rodgers and Julia Dixon, London: Oxford University Press (Toronto: Oxford University Press), 1960. 266 pp. Price \$2.00.

This is a study of the social work carried on in a small county borough in northern England. It is a lively and well-written book, packed with valuable factual information about the multiplicity of services available under central, local government and voluntary auspices.

The information was collected by means of interviewing, examining annual reports and other records, by accompanying social workers on their visits, and asking them to fill in a questionnaire about their age, experience, training and their present job.

The survey is concerned with what is rather than that what ought to be, but there is a chapter on recommen-

dations and an analysis of the findings in relation to the Younghusband report. For the purposes of the survey social workers are regarded as "those whose activities are entirely or in part concerned with people who are in some distress or difficulty which they cannot meet unaided".

The qualities necessary to anyone performing these duties, not only caseworkers, the authors say, is that they must enjoy people, must form good relationships, must be practical and resourceful. They must have a thorough knowledge of available services and be able to discriminate among them. They must be co-operative and be concerned about social policy and social action. All this needs training.

The survey reveals that of the 72 social workers employed in the borough studied, nine have university qualifications in social work, five have post-graduate qualifications, 21 have attended non-university courses and the majority, 42, have no special training. It also reveals widespread confusion about the principles and practice of social work. It states that more of those doing the job need training and that thought should be given to the organization of social work. Good co-operation, the authors say, depends more on professional attitude than on structure.

This is an excellent book which can be read with enjoyment. It will be of interest to all who are concerned with the administration of social services and with the training of personnel, and also to teachers and students in schools of social work wherever they may be.

CECIL HAY-SHAW

*Shaughnessy Hospital  
Vancouver*

January 15, 1961

**Pension Funds and Economic Power**, by Paul P. Harbrecht, S. J. New York: The Twentieth Century Fund, 1959. 328 pp. Price \$5.00.

One of the most striking economic developments of the post-war period is the concern that has been shown for economic security. An aspect of this that, as yet, has had more impact on private activities than on those of government is the provision of retirement pensions.

Private pension funds have become almost universal for higher salaried groups and are being bargained for by unions for wider and wider segments of the employed classes. The growth in the assets of pension funds has been phenomenal over the past decade or so and they now constitute a financial institution of very great importance.

Father Harbrecht's book asks some searching questions about the implications of this development. He relates most of these questions to the changes that appear to be taking place in the institution of private property. In his view, the possession of property involves power to control its use and disposition. But there has been a steady tendency in our society to separate ownership and control from one another. This is a thesis that has been strongly advanced by Professor Berle to whom Father Harbrecht makes a generous acknowledgement.

Separation of ownership from control is regarded by Father Harbrecht as characterizing a number of modern economic practices and developments, but the book is devoted to a detailed examination of only one—the growth of the private pension funds.

A study of the legislation and jurisprudence concerning these funds leads to the conclusion that the property rights involved are exceedingly am-

biguous. Nevertheless, it is quite clear that of the three principal parties who are involved (contributors, trustees and beneficiaries), the one that has the least power over the use of the property is the one that has by far the largest proprietary interest, the expectant beneficiaries. Effective control over the use of these very large funds has passed into the hands of trustees and their agents which, in the United States, means the trust departments of the large banks.

Father Harbrecht points out that these funds have always been heavy investors in corporate securities and have shown a growing interest in common stocks. (During the five year period 1953-57, pension fund net purchases of common stocks equalled 30 per cent of the total value of new corporate stocks offered in the period.)

The large banks in whose hands are concentrated a large proportion of these pension fund holdings of common stocks are also very important in the field of personal trusts whose holdings of common stocks are large also.

These trustees, therefore, are finding themselves in the position of being more and more considerable holders of the voting capital of large industrial and business corporations. They do not own this capital but they possess its powers. Father Harbrecht sees this as a significant development towards a "paraproprietal society". In some ways, the book is an essay on an old American theme—the growing and insidious power of finance, and especially the banks—though it is a very temperate and sensible one.

The book contains a great deal of interesting matter on other aspects of the pension fund question that are too numerous to be mentioned in a re-

view, and it also presents an excellent detailed description of the most important economic, legal and administrative aspects of pension plans. All in all, it is a very good piece of work—factual, orderly, and a stimulus to thought on a very important question.

H. S. GORDON

*Carleton University  
Ottawa*

**Toward the Paraproprietal Society,** by Paul P. Harbrecht, S. J., and Adolf A. Berle, Jr., New York: The Twentieth Century Fund, 1959. 43 pp. Up to nine copies free; 10 or more copies 10 cents each.

This booklet is sub-titled "An essay on the nature of property in twentieth century America". The introduction and commentary are by Adolf Berle; the main essay includes introductory material from Chapter 1 and the complete final chapter (with minor editorial changes) from the book reviewed above.

**Free Time: Challenge to Later Maturity,** edited by Wilma Donahue, Woodrow W. Hunter, Dorothy Coons and Helen K. Maurice. Ann Arbor: University of Michigan Press (Toronto: Ambassador Books Limited), 1958. 172 pp. Price \$6.00.

The increase of free or leisure time in our times represents a social revolution with enormous implications for almost every phase of our life. For the aged, the break up of the three-generation family, the effect of labour mobility, and compulsory retirement, as well as other factors, have resulted in an abundance of free time.

The use of this time has become a challenge to all of us. It is ironic that in social conditions that have doubled our life span and multiplied the

**Canadian Welfare**

amount of time we all have for activities other than work, we have apparently been unable to develop a philosophy of life within which leisure time is considered important. Contrary to our expectations, free time is becoming threatening and disturbing, particularly for those who are forced to retire from work. As the number of aged increases their position seems to get worse.

The volume under review provides background information on the situation and makes many useful observations on its obvious implications. The various chapters are refinements of papers delivered at the Michigan 10th Anniversary Conference on Aging, held in 1957.

The first half presents in outline some of the issues and problems, such as the psychological implication of retirement, the profound effect on the aged of changes in family life, the segregation of the aged both in action and thinking, and the tendency in a work-oriented society to regard leisure as insignificant and wasteful. It also touches on the meaning of leisure time in other cultures than our own. Fortunately the authors of various papers represent different professional disciplines, such as economics, sociology, anthropology, education, medicine, and religion. Each examines free time in a different manner and views it from a different standpoint. The reader is thus able to gain some modest comprehension of the social issues which lie behind the problems and delights of free time in our later years.

The latter part of the book includes five papers on the "good" use of leisure. With the exception of the first one entitled "The Work of Leisure", I found these to be less stimulating than those included earlier.

To a considerable degree, the contents of this section can be found in many similar volumes which emphasize the importance of religion and organized activities in the lives of the aged. Although the opinion of many experts appears, the presentation is straightforward and will be easily understood by laymen as well as the professionals in the field.

F. H. TYLER

*Calgary Council  
of Community Services*

**Understanding Juvenile Delinquency**, by Lee R. Steiner. Philadelphia: Chilton Company (Toronto: Ambassador Books), 1960. 199 pp. Price \$3.95.

A large proportion of this book is devoted to washing away beliefs that parents are to blame for juvenile delinquency. Nor are movies, TV, radio, and working mothers to blame. Delinquency varies from area to area and is dependent on community mores, class and standards. The author fortifies her statements with many case histories, usually circumstantial.

In general, she attempts to point out the lack of understanding of juvenile delinquency, not only by the layman but by professionals, who in the name of psychology and social work have supposedly been helping the juvenile delinquent. She criticizes the professions for their "ivory-tower" attitudes and continual side-stepping of issues. She criticizes the U.S. court system whereby a judge has too much power and not sufficient knowledge to deal with delinquency wisely. She criticizes the educational system which could cut the delinquency rate.

She offers a few suggestions for those concerned with delinquency. One is an educational system giving every child full opportunity to de-



velop his capacities to command the respect of his community for whatever contribution he can make and to command respect for himself as a human.

The constructive suggestions for changes in the judicial and educational systems have some value. Furthermore, her criticisms of the professions and the emphasis on the necessity of good scientific research are well founded. The general tone of the book, however, will leave the layman more confused and the professional disappointed.

HUGH E. SAVILLE

*Alex. G. Brown Memorial Clinic  
New Toronto*

**Services for Children with Epilepsy.**

New York: American Public Welfare Association, 1790 Broadway, New York 19, N.Y. 1959. Price \$1.50.

In less than a hundred and twenty-five pages, this book is an epitome of the present knowledge of epilepsy.

If a public health unit, children's agency, social welfare branch, or child guidance clinic could have only one book on the subject, this is the one I would recommend. Thirty-five authorities pooled their reading, research and clinical experience, and the various chapters are written with a clarity and absence of jargon often missing in psychiatric writing.

While the most challenging sections to me were probably those devoted to the "Organization of Community Resources" and "Special Services and Facilities", which can be used as yard sticks to measure how advanced one's community is, those on the "Concepts and Facts about Epilepsy", "Cause and Prevention", "Treatment and Manage-

ment", are all excellent and should be required reading in medical schools.

Added as appendices are articles on the drug treatment, medical classification, and suggested qualifications for selected professional personnel, concluding with recommended films on epilepsy and a bibliography of ten outstanding books and seventy-six articles published mostly in the last seven years, chosen "for their potential usefulness to those concerned with providing services for children with epilepsy". The list will be invaluable to those who want to know what the most recent goals are and the experience of those who have most nearly reached them.

School health services and counselors would also find the Guide of great help. Read the section on the "Education of Children Who Have Seizures" to find the answers to some of the questions most frequently asked by teachers. Departments of Education and school boards will find concrete information about providing special education for these children whose "learning capacities and behavior, rather than seizures, make their attendance in a regular class a serious detriment to the rest of the group".

This book was not written as a popularization of the subject nor as a guide to parents, but I am sure after reading it you would think of parents whom it would help, especially those anxious to work with others in providing better resources in their community.

G. M. KIRKPATRICK

*Senior Psychiatrist,  
Children's Clinic,  
Mental Health Centre, Burnaby*

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